



USAWE Board of Directors (BOD) Meeting Minutes



Meeting Date: Wednesday, 01.14.2026

Meeting Time: 4:00 p.m. Pacific, 5:00 p.m. Mountain, 6:00 p.m. Central, 7:00 p.m. Eastern

Meeting Frequency/Modality: 2nd Wednesday each Month held virtually via Zoom

Agenda: Sent 1.12.2026 and posted to USAWE.org > Corporate > Records > Meeting Minutes > Elected Board Minutes and filed in USAWE G-Drive > Board of Directors (BOD) > Board Meetings folder

Minutes: 12.17.2025 Minutes were e-approved by the BOD and posted to the USAWE.org > Corporate > Records > Meeting Minutes > Elected Board Minutes and filed in USAWE G-Drive > Board of Directors

NEXT BOD MEETING – 2.11.2026, virtually via Zoom. Submit Agenda items using the online [Board Agenda Item Request Form](#) located on the usawe.org website > Corporate > Records page.

Board of Directors		Attendance at Roll Call		
Executive Committee		Present	Present After Roll Call	Absent
President	Robin Bond	X		
Vice President	Glynn Hoekstra	X		
Interim Secretary	Julie Alonzo	X		
Treasurer	Leesa Nero	X		
At Large Director 1	Amy Star	X		
At Large Director 2	Holly Linz		X (arrived at 4:15, Pacific)	
Regional Directors				
R1 Director	Chesna Klimek	X		
R2 Director	Jerry Beatty	X		
R3 Director	Cyndi Harris	X		
R4 Director	Kiki Pantaze	X		
R5 Director	Sara Barnwell	X		
R6 Director	Rebecca Stankiewicz Gabel	X		
R7 Director	Maria Blackstone	X		

Current # of Board members = 13 | 7 BOD members required for Quorum.

BOD members in attendance at roll call = 12 | Quorum was established | BOD Meeting Attendance Log was updated.

Excused = notified Secretary and President in advance director (or chair) was unable to attend meeting.

Non-Voting USAWE Committee Chairs in attendance for all or part of the meeting						
Affiliate Organizations	Stephanie Dobiss	X		Licensed Officials	Christy Reich	X
Awards	Lynn Maloney	X				
Competitions	Laurie Ridgeway	X		Marketing and Promotion	Mary Young	X
Elections	TBA			Membership	Kate Steffes	
Ethics	Dan Dahlke	X				
Financial Oversight	TBA			Professional Development	Nicole Chastain	
Horse Recording	Mindy Finelli			Rules	Amy Star	X
International Competition	Barbara Price	X		Website	Tracey Erway	X
Volunteer Coordinator	Emily Osborne			Youth Development	Kasey Riddle	
Task Force Leads in attendance for all or part of the meeting						
Bylaw Review	After P&P reviews			Strategic Planning	Tracey Erway	X

Current # of Committee Chairs/Task Force Leads = 13; 6 in attendance.

Additional USAWE Members in attendance for all or part of the meeting: J. Derrick Richardson, R5

Call to Order: President Robin Bond called the meeting to order at 4:00 PM Pacific time.



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ANNOUNCEMENTS

- Directors and Committee Chairs: Please sign the Code of Conduct, Code of Ethics, Social Media Policy and Conflict of Interest Statements for 2026. Secretary Alonzo will be sending them out this week.
- Newsletter Deadline is Jan 15, 2026
- Please update your slide for the Annual Membership Meeting to Amy Star by Feb. 1.
- WAWE General Assembly Meeting is Jan 20, 2026. President to attend and report after.
- Please share any committee meetings with Robin by sending invite to President@usawe.org.

PUBLIC COMMENT PERIOD

President Robin Bond opened the floor to members not on the Board interested in speaking to any topics on the agenda for the night. No members requested the opportunity to speak at tonight’s meeting. This opportunity will be offered again in future meetings, but may be moved to the end of the meeting.

TREASURER’S REPORT & BUDGET

In advance of the meeting, Treasurer Leesa Nero had provided the Board with a financial report. She reviewed the report and asked if any Board members had any questions. The Board discussed the report, including the purpose of having a savings account (for readily available cash if needed).



USAWE TREASURERS REPORT Report for January 14, 2026 Board of Directors Meeting

Cash Assets as of December 31, 2025 are as follows:

• Chase Bank Checking.....	\$	23,426.70	
• Chase Bank Savings.....	\$	20,248.52	
• Chase Bank CD #1 Capital Reserves.....	\$	104,186.50 (1)	Matures 01.13.26 Interest + \$1,575.04
• Chase Bank CD #2 Emergency Reserves... \$		56,676.75 (1)	Matures 02.10.26 Interest + \$ 599.54
	\$	204,538.47 (2)	

Previous Months Cash Funds Reported:

December 31, 2024	= \$ 210,902.76	July 31, 2025	= \$208,319.30
January 31, 2025	= \$ 207,572.63	August 31, 2025	= \$211,041.29
February 28, 2025	= \$ 212,094.19	September 30, 2025	= \$212,739.38
March 31, 2025	= \$ 205,134.48	October 31, 2025	= \$195,842.30
April 30, 2025	= \$ 202,853.86	November 30, 2025	= \$201,538.07
May 31, 2025	= \$ 201,846.99	December 31, 2025	= \$204,538.47
June 30, 2025	= \$ 205,239.14	January 31, 2026	=

NOTE = Due to submitting these reports in time for each BOD Meeting Agenda, cash on hand and any additional financial reports (quarterly), are based on the latest monthly reconciled bank statement.

- (1) Chase CDs are earning interest on the matured CD totals. They do not create monthly bank statements for reconciliation for these accounts. The interest earned to date will not show in QuickBooks, or the above cash on hand amounts, until after the maturity date noted to the side. **CD #1 matures on January 13, 2026 and we have 10 days to renew it. After looking at Chase's CD rates, published on 01.09.26, I recommend we renew this CD for 3 months at 4.00%.**
- (2) The U.S. Bank Credit Card shows a current balance of \$ 17.65 which will be paid by January 24, 2026. There is one Expenditure still to be processed from December 2025 for \$1,174.20.

The Chase Bank Representative has returned from his Holiday vacation and is checking into the requested Chase Bank credit card status and processing the documents to sign for changing our 2026 Officers with the bank.

2026 Budget: The original Budget was Revised on 12.23.2025 and again on 01.06.2026. It is included with this report for a vote during the meeting.

Reports:
2025 Profit and Loss
2024 & 2025 Profit & Loss Comparison
2026 Revised Budget 01.06.26

Respectfully submitted,
Leesa Nero, Treasurer



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Jerry Beatty, R2 Director, offered his wife's services to do an audit of the USAWE finances / books on a volunteer basis. She has financial bookkeeping / auditing background.

GLYNNA HOEKSTRA, VICE PRESIDENT, made a motion; JERRY BEATTY, R2 DIRECTOR, seconded

Motion #1: Accept the 1.14.65 Treasurer's report, as submitted by Treasurer Leesa Nero.

→ **Motion passed by voice vote with 13 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

Director	Vote	Director	Vote
R1 Director – Chesna Klimek	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	A	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	A
R5 Director – Sara Barnwell	A	Vice President – Glynna Hoekstra	A
R6 Director – Rebecca Stankiewicz Gabel	A	President – Robin Bond	A
R7 Director – Maria Blackstone	A		

LEESA NERO, TREASURER, made a motion; KIKI PANTAZE, R4 DIRECTOR, seconded

Motion #2: Authorize Treasurer Leesa Nero to renew CD #1.

→ **Motion passed by voice vote with 13 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

Director	Vote	Director	Vote
R1 Director – Chesna Klimek	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	A	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	A
R5 Director – Sara Barnwell	A	Vice President – Glynna Hoekstra	A
R6 Director – Rebecca Stankiewicz Gabel	A	President – Robin Bond	A
R7 Director – Maria Blackstone	A		

SHARING USAWE DRESSAGE TESTS WITH WECAN

AMY STAR, AT LARGE DIRECTOR 1, made a motion; JULIE ALONZO, SECRETARY, seconded

Motion #3: Grant permission to WECAN for the use of USAWE dressage tests in 2026

→ **Motion passed by voice vote with 13 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

Director	Vote	Director	Vote
R1 Director – Chesna Klimek	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	A	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	A
R5 Director – Sara Barnwell	A	Vice President – Glynna Hoekstra	A
R6 Director – Rebecca Stankiewicz Gabel	A	President – Robin Bond	A
R7 Director – Maria Blackstone	A		



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USAWE ANTI-BULLYING POLICY

The Board discussed whether USAWE should adopt an Anti-Bullying policy. Sara Barnwell, R5 Director, and Vice President Glynna Hoekstra have previously suggested the need for a policy related to bullying. Some Board members questioned whether the current codes of conduct, ethics, etc. cover bullying. Past President Tracey Erway shared that she had consulted with the attorney last year and the attorney indicated that we could add it to the Code of Conduct, provided we define what we believe constitutes bullying. Instances of bullying might be grounds for an ethics complaint. Bullying can be from members to bystanders and contractors as well. Bullying can also be sending a message to an LO (under the guise of being "concerned" that a rider and horse may be unfit for competition which creates a hostile environment for the team). Bullying can involve verbal attacks (name-calling and making fun of others) as well as physical ones, threats of harm, other forms of intimidation, and deliberate exclusion from activities. Bullying is a distinctive pattern of repeatedly and deliberately harming and humiliating others, specifically those who are smaller, weaker, younger or in any way more vulnerable than the bully. The deliberate targeting of those of lesser power is what distinguishes bullying from garden-variety aggression.

Action item: Jerry Beatty, R2 Director, and Glynna Hoekstra, Vice President will work with Dan Dahlke, Chair of the Ethics Committee to draft language to add "no bullying" to the code of conduct.

2026 BUDGET

JULIE ALONZO, SECRETARY, made a motion; AMY STAR, AT LARGE DIRECTOR, seconded

Motion #4: Approve the 2026 Budget as presented by Treasurer Leesa Nero on January 1, 2026

→ **Motion passed by voice vote with 13 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

Director	Vote	Director	Vote
R1 Director – Chesna Klimek	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	A	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	A
R5 Director – Sara Barnwell	A	Vice President – Glynna Hoekstra	A
R6 Director – Rebecca Stankiewicz Gabel	A	President – Robin Bond	A
R7 Director – Maria Blackstone	A		

INTERNATIONAL COMMITTEE UPDATE

Barbara Price, Chair of the International Committee will send a written update to the Board in the morning. She has also submitted an abbreviated version for the newsletter.

SHOW MANAGERS – INFORM COMPETITIONS COMMITTEE WHEN APPLYING FOR WAVE COMPETITIONS

Competition Managers are asked to inform the Competitions Committee when applying for WAVE Competitions.

DISCUSSION – POLICY REGARDING PHOTO AND VIDEO USE IN PROGRAMS FOR CREDIT

Permissions on the USAWE Liability form should only cover uses specifically by USAWE for education / marketing. Education Committee will need clarification on how we can provide a waiver to grant permission to use images / video for our purposes. People who are doing this on their own should be expected to have their own signed waivers / permissions to use images, videos, etc. We as a governing body, should have guidelines that anyone being approved as a continuing education / content provider must follow (or risk losing the ability to be approved for their content being used).

Action item: Chesna Klimek, R1 Director, will connect with Holly Linz, At Large Director 2 and Education Committee Chair, to discuss next steps / begin to develop a written policy.



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EDUCATION COMMITTEE APPOINTMENT

AMY STAR, AT LARGE DIRECTOR 1, made a motion; JULIE ALONZO, SECRETARY, seconded

Motion #5: Appoint Janet Phinney, R1, to the Education Committee, effective immediately.

→ **Motion passed by voice vote with 10 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

Director	Vote	Director	Vote
R1 Director – Chesna Klimek	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	A	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	A
R5 Director – Sara Barnwell	A	Vice President – Glynna Hoekstra	A
R6 Director – Rebecca Stankiewicz Gabel	A	President – Robin Bond	A
R7 Director – Maria Blackstone	A		

R5 CHAMPIONSHIP PROPOSAL

The Competitions Committee has received one proposal to host the Region 5 Championship. The review process has been completed, and the Committee recommends that the Board approve the proposal.

Discussion included the necessity for Championship show managers to research the possibility of including photography and/or videography and provide that content to USAWE for use in our Education, PD and Marketing programs. The group suggested that this expectation be added to the championship bid requirements before bids are due this year for 2027 championships.

JERRY BEATTY, R2 DIRECTOR, made a motion; HOLLY LINZ, AT LARGE DIRECTOR 2, seconded

Motion #6: Approve the R5 Championship Show as submitted at Fox Valley Saddle Association, Hampshire, IL, October 16-18, 2026, with the caveat that the organizers research the possibility of including photography and videography in the contract.

→ **Motion passed by voice vote with 11 in favor (A), 0 opposed, 0 abstained, 1 recused, 1 absent.**

Director	Vote	Director	Vote
R1 Director – Chesna Klimek	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	absent	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	Recused
R5 Director – Sara Barnwell	A	Vice President – Glynna Hoekstra	A
R6 Director – Rebecca Stankiewicz Gabel	A	President – Robin Bond	A
R7 Director – Maria Blackstone	A		

Next Board meeting will be February 11, at 4:00 pm Pacific.

President Robin Bond adjourned the meeting at 5:41 PM, Pacific Time.

Minutes submitted by USAWE Secretary Julie Alonzo